RJ Reynolds
Tobacco Company

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To: All Region Sales, Territory and Retail Representatives

Subject: **NY Metro 1998 Performance Awards Program**

Dear Ladies and Gentlemen,

If you think back to our Annual Meeting in Atlantic City a few months ago, Rory and I outlined the new Performance Awards Program for the Region. This program is designed to recognize and reward employees that go "Over and Above" the expectations of their position.

We've now completed the first quarter and the results on our business will be available in the next couple of weeks. That means, we will be announcing the division winner of the "Quarter End Award" in the coming weeks! Just as a reminder, the division that wins the Quarter End Award will receive **$500.00** to throw a Victory Party!

Another very important component of the Region Performance Awards Program is the "On the Spot" awards. My congratulations to the "On the Spot Award" winners so far this year:

Ellen Dogali	Chuck Dabaghian	Darryl James
Carmen Torres	Ron Segelke	Howie Schiller
Joan Roseto	Charlotte Lustig	Juan Dominguez
Randi Gralla	Margaret Hansen	Veronica Azzara
Jimmy Li	Chris Fabris	Sean Cleerdin
Henry Valderrama	Ron Lesniewski	Jennifer Newell

We have also included a copy of the complete Performance Awards Program as it was presented at the Annual Meeting. This will remind everyone of the 7 different award categories up for grabs this year for the "Above and Beyond" performers in the region!

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"We work for smokers."

Source: https://www.industrydocuments.ucsf.edu/docs/qgdy0000

1998 Performance Award Categories:

- ❑ *"On the Spot Awards"*
- ❑ *" 4 Quarter Ender Awards"*
- ❑ *"Team Player Awards"*
- ❑ *"Rookie of the Year Awards"*
- ❑ *"Category Advisor Award"*
- ❑ *"Division of the Year Award"*
- ❑ *"Outstanding Achiever Award"*

Good luck to all and let's make this an Outstanding Year for R. J. Reynolds!

Sincerely,

Mark Young

cc: Dave Wilmesher
All Managers in the Region

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